

LDMI Executive Information

Patrick O'Leary — Chairman, President and Chief Executive Officer

Mr. O'Leary joined LDMI in July 1995 as Vice President of Sales and Marketing. Three years later, he was promoted to his current position as chairman, president and chief executive officer. Since his arrival, his accomplishments have included increasing revenue from \$6.2 million to a projected \$94 million; the recruitment of highly experienced executive staff, consultants and members of the Board; deployment of new voice and data products and services; and strategic acquisitions during the Company's rapid growth. Under Mr. O'Leary's leadership, LDMI has been named one of the Top Ten Privately Owned Michigan Businesses by *Detroit Magazine* for three consecutive years. The past two years, he has been a finalist for Entrepreneur of the year for Southeast Michigan. Mr. O'Leary held a number of executive positions in the telecommunications industry prior to joining LDMI. He previously served as director of sales and director of marketing for Allnet Communications. He also served as director of sales and vice president of channel sales for Ram Mobile Data, a provider of two-way wireless communication products and services. Mr. O'Leary earned his B.A. in history and a diploma in education from University College in Dublin, Ireland.

Michael Mahoney - Chief Financial Officer


Mr. Mahoney joined LDMI in January 1998 as Vice President and Chief Financial Officer. Mr. Mahoney has played a key role in the restructuring of the Company's financial management and in securing capital funding. He was previously Senior Director of Finance and Chief Accounting Officer at Comshare, a \$120 million computer software company, where he was responsible for all North American finance functions. Prior to his tenure at Comshare, Mr. Mahoney held the position of Capacity and Capital Spending Analyst at Ford Motor, responsible for examining and forecasting the profitability, cash flow and budget of many Ford Motor overseas operations. Prior to joining Ford Motor, Mr. Mahoney supervised the credit analysis program at Manufacturers Hanover Trust in New York City. Mr. Mahoney has a B.A. in political economics from Williams College and an MBA with a concentration in finance and accounting, from Stanford Graduate School of Business.

Linda A. Hanson – Senior Vice President, Sales Operations and Customer Care

Ms. Hanson joined LDMI in July 1995 as Vice President of Sales Operations and Customer Care and was promoted to Senior Vice President in October 1998. She has significantly improved the effectiveness of the Company's customer care procedures and back office systems. Prior to joining LDMI, Ms. Hanson spent ten years at Allnet Communication Services, Inc., in capacities that included customer support representative and later manager of customer support, sales manager, national account manager, regional ASR manager and ultimately Director of Customer Service and Sales Administration. Ms. Hanson attended St. Louis University and has attended numerous management seminars at Michigan State University, the American Management Association and the American Compensation Association.

Dennis L. Shaw — Senior Vice President of Information Technology

Mr. Shaw joined LDMI in July 1998 as Senior Vice President of Information Technology. He orchestrated the conversion of the Company's customer database and in-house billing to Cost Guard™, and ensured that the entire system was Y2K compliant. Additionally, Mr. Shaw oversaw the expansion and upgrade of the LAN. Prior to joining LDMI, Mr. Shaw served for 13 years as Director of Billing at Frontier Communications Services, Inc., where he was responsible for establishing and continuously improving a billing department and for creating a database marketing group to support and improve field sales. Mr. Shaw earned his B.A. in accounting from Aurora College and his MBA from Keller Graduate School of Management.



LDMI Executive Information

Page 2

Mark Wayne – Vice President, Product Delivery

Mr. Wayne joined LDMI in October 2001 as a continuation of his 18-year career in the telecommunications industry. Most recently, Mr. Wayne was President and Chief Operating Officer at BullsEye Telecom and a member of the Board of Directors. Prior to BullsEye, Mr. Wayne served as Director of Marketing for Local Services at Midcom Communications and as Vice-President of Marketing and Vendor Relations for USN Communications in Chicago. He also spent 13 years at Ameritech, where he was a Senior Director at the Ameritech Information Industry Services (AIIS), the business unit formed to initiate Ameritech's role in competitive local access services. In this post, Mr. Wayne and his team delivered to the FCC the nation's first plan to deliver unbundled network elements to the new CLEC industry. During this period, Mr. Wayne also served as Ameritech's lead business analyst for negotiating resale and interconnection agreements with CLECs. Mr. Wayne holds a B.S. in Business Administration from Central Michigan University and an MBA from the University of Detroit.

Jerry Finefrock - Vice President, Regulatory Affairs

Mr. Finefrock founded LDMI in May 1990 and served as its president and chief executive officer during its early, formative years. After retiring from active management several years ago, he returned as a regulatory consultant and then as an employee to head regulatory affairs for the company in 2001. Prior to LDMI, Mr. Finefrock was vice president, network planning for Lexitel an Allnet Communications, 1983 —1989. His span of authority there included traffic engineering, network routing and provisioning of a 45-switch national network, the management of regulatory and industry affairs, and the cost-of-goods-sold management for a company whose revenues peaked at \$500 million.

From 1974— 1983, Finefrock was an executive with the original Sprint (SP Communications), heading several nationwide organizations, including network planning and business development (marketing). From 1968 — 1974, he was a telecommunications consultant to businesses in California, and from 1965-1968 worked for an independent telephone company in California. He attended UCLA.

Mike D. Skinner — Executive Vice President, Data Services

As co-founder and President of Ideal, Mr. Skinner was responsible for the administrative and operations side of the company prior to its acquisition by LDMI in November 2000. Under his leadership, Ideal grew to over 100 employees. From 1982 to 1988, Mr. Skinner worked as an independent contractor for Transworld Systems, a national computerized collection agency, becoming manager of the Detroit office in 1984 and opening a regional office in Cleveland, Ohio. Mr. Skinner was employed at Capital Analysts from 1980 to 1982 as a financial planner and tax consultant. Mr. Skinner graduated from Albion College with a B.A. in economics.